

Panaji, 1st December, 2016 (Agrahayana 10, 1938)

SERIES II No. 35

OFFICIAL GAZETTE

GOVERNMENT OF GOA



PUBLISHED BY AUTHORITY

GOVERNMENT OF GOA

Department of Education, Art & Culture

Directorate of Education

Order

No. 1-(2)-1-2015/SE/1288

Government is pleased to order transfer and posting of the following Officers as detailed below under the Directorate of Education, in public interest, with immediate effect.

Sr. No.	Name of the Officer	Present posting	Place of posting on transfer
1.	Shri Jaywant W. Naik	Asstt. Education Officer (Science), State Council of Educational Research and Training, Porvorim	Headmaster, Government High School, New Vaddem, Mormugao against vacant post thereby relieving Smt. Lira A. Vasconcalos Souza of the additional charge.
2.	Shri Richard Cabral	Co-ordinator, State Council of Educational Research and Training, Porvorim	Headmaster, Government High School, Kundaim, Ponda against vacant post thereby relieving Shri Somanth V. Naik of the additional charge.

They shall continue to hold the charge of the present posting in SCERT, Porvorim in addition to their own duties of the new assignment until further orders.

They shall report to the new place of posting immediately without availing joining time.

The date of joining and relieving should be communicated to this Office.

By order and in the name of the Governor of Goa.

G. P. Bhat, Director & ex officio Joint Secretary (Education).

Porvorim, 21st November, 2016.

Department of Finance

Revenue & Control Division

Directorate of Accounts

Order

No. DA/Admn/45-2/2016-2017/TR-1819/62

Government is pleased to promote Shri Santosh A. Mandrekar, Assistant Accounts Officer under the Common Accounts Cadre to the post of Dy. Director of Accounts/Accounts Officers (Group "A", Gazetted) in the Pay Band—3 Rs. 15,600-39,100 Grade Pay Rs. 5,400/- purely on ad hoc basis with effect from the date of taking over charge of the post. Government is further pleased to post Shri Santosh A. Mandrekar on promotion in the District Rural Development Agency, North, Panaji-Goa (on deputation), thereby relieving Shri Santosh Y. Khedekar of additional duties.

The ad hoc promotion shall be for a period of one year or till the date of his superannuation or till the regular promotion of the eligible officer, through the duly constituted D.P.C., whichever is earlier. This ad hoc promotion will not bestow on the officer any claim for regular appointment/promotion and services rendered by him in the

grade will not count for the purpose of seniority in the grade or for eligibility for promotion to the next higher grade.

He shall however continue to hold the additional charge of the post of Assistant Accounts Officer in the Directorate of Fire & Emergency Services, Panaji-Goa, until further orders.

On joining promotional post, the Officer shall send CTC/Joining Report immediately to this Directorate.

By order and in the name of the Governor of Goa.

G. P. Kanekar, Director & ex officio Joint Secretary (Accounts).

Panaji, 28th November, 2016.



Office of the Commissioner of Commercial Taxes

Order

No. CCT/5-3/2016-17/4276

In exercise of the powers vested in me vide Section 3 of the Goa (Recovery of Arrears of Tax through Settlement) Act, 2009 (Goa Act 17 of 2009) (hereinafter referred to as the "said Act"), and in supersession of the Order issued in this regard, I, *Dipak M. Bandekar*, the Commissioner of Commercial Taxes, hereby nominate the officers mentioned in column (2) of the Schedule hereto, as designated authorities for carrying out the purposes of the said Act, within the jurisdiction as specified in the corresponding entries in column (3) of the said Schedule.

SCHEDULE

Sr. No.	Officer	Jurisdiction
1	2	3
1.	Assistant Commissioner of Commercial Taxes, Panaji Ward	Applicants registered with Panaji Ward under the relevant Acts.
2.	Assistant Commissioner of Commercial Taxes, Margao Ward	Applicants registered with Margao and Curchorem Wards, under the relevant Acts, including applicants registered with Margao Ward under the Goa Entertainment Tax Act, 1964.

1	2	3
3.	Assistant Commissioner of Commercial Taxes, Ponda Ward	Applicants registered with Ponda Ward under the relevant Acts.
4.	Assistant Commissioner of Commercial Taxes, Mapusa Ward	Applicants registered with Mapusa, Bicholim and Pernem Wards under the relevant Acts.
5.	Assistant Commissioner of Commercial Taxes, Vasco-da-Gama Ward	Applicants registered with Vasco-da-Gama Ward under the relevant Acts.
6.	Assistant Commissioner of Commercial Taxes, (Legal), Headquarters, Panaji	Applicants registered with Headquarters under the Goa Entertainment Tax Act, 1964.

Note: In case of applicants whose registration is cancelled as on the date of making application under the said Act, the Assistant Commissioner for Ward/Office with which the applicant was last registered would be the designated authority.

Dipak M. Bandekar, Commissioner (Commercial Taxes).

Panaji, 30th November, 2016.



Goa Human Rights Commission

Proceeding No. 47/2013

Inquiry Report

On the basis of newspaper report which appeared on the local newspaper "Herald" dated 07-04-2013 under the caption "brazen dumping of construction debris in Mercas", this Commission took suo motu cognizance of the matter and issued notices to 1) Mr. B. G. Patil of M/s. Patil Transport, Wadi, Mercas, Ilhas-Goa, 2) the Secretary, the Village Panchayat of Mercas, Mercas, Ilhas-Goa, 3) the Police Inspector, Panaji Police Station, Panaji-Goa, 4) the Chief Town Planner, Town & Country Planning Department, Dempo Tower, Patto, Panaji-Goa, 5) the Secretary, Town & Country Planning, Government of Goa, Secretariat, Porvorim-Goa and 6) the State of Goa through its Chief Secretary, Secretariat, Porvorim-Goa. During the pendency of this proceeding, the Police Inspector, Panaji Police Station filed an application

dated 25-04-2013 stating therein that the subject matter of this case comes under the jurisdiction of Old Goa Police Station. Accordingly, by order dated 03-05-2013, the name of Respondent No. 3 was replaced as "The Police Inspector, Old Goa Police Station and accordingly, the cause title was amended.

2. The Respondent Nos. 1, 2, 3 and 4 have filed their respective replies. The Respondents No. 5 and 6 have adopted the reply filed on behalf of Respondent No. 4.

3. In the meantime, Shri U. Balaswamy, Police Sub-Inspector, attached to the Investigation Cell of this Commission was directed to inspect the site on 11-04-2014 at 4.00 p.m. and to submit his report. Accordingly, Shri U. Balaswamy, PSI inspected the site and submitted his report. He reported that on the plot in question belonging to Shri Gaurish Dhond huge quantity of mud (extracted from construction site) was found dumped by using trucks and JCB.

4. By Order dated 24-04-2014, this Commission directed the Chief Town Planner Town & Country Planning Department/Respondent No. 4 to inspect the site and submit his report as to whether the filling and dumping of material is permissible under the law and whether any damage is caused to the mangroves and water body adjoining the plot. Accordingly, the Chief Town Planner inspected the site on 16-05-2014 and submitted Site Inspection Report before this Commission on 09-06-2014. The observations made in the Site Inspection Report dated 09-06-2014 are reproduced below:

- (i) The site is located adjacent to National Highway on Panaji-Margao Margao road near Old Goa road Circle.
- (ii) Illegal dumping of mud and construction debris is observed on the kachcha pathway and mangroves which is illegal and not permissible.
- (iii) There are three found with approximate length of 30m, 50m and 60m approximate width ranging from 3m to 10m and approximate height upto to 3m. Details are given in the plan enclosed.
- (iv) Against this illegal dumping, the Town & Country Planning Department, Tiswadi Taluka Office vide ref. No. Tis/23/13/114/

/fill/MDP/TCP/13/700 dated 17-04-2013 (Copy enclosed), has filed complaint with Old Goa Police Station to stop the work.

5. The Chief Town Planner has stated that the filling and dumping of material is unauthorised and may cause damage to the mangroves and water body adjoining the plot.

6. It is apparent from the records that construction debris has been dumped on the plot in question. The Village Panchayat of Mercas/Respondent No. 2 claims that Mr. B. G. Patil of M/s. B. G. Patil Transport is dumping debris and filling up the property near Estrella Open Air on National Highway-17, Mercas, Tiswadi-Goa. However, Mr. B. G. Patil/Respondent No. 1 has denied that he has done any illegal land filling activity or filling of low lying mangrove area with construction debris at Morombi-o-Pequeno in the village of Mercas-Goa. On the basis of the records we are not able to ascertain as to who has dumped the construction debris on the site.

7. The Respondent No. 2/Village Panchayat of Mercas has already filed a complaint dated 06-04-2013 against Mr. B. G. Patil of M/s. B. G. Patil Transport to the Police Inspector, Old Goa Police Station. The Chief Town Planner/Respondent No. 4 has also filed a complaint dated 17-04-2013 before the Police Inspector, Old Goa Police Station in respect of dumping of construction debris under the Town & Country Planning Act. Although, the Respondent No. 2 and Respondent No. 4 have filed complaints in respect of dumping of construction debris on the site, it appears that Old Goa Police have not initiated any action against the wrongdoers as the Police are silent on this aspect. We are convinced that the Concerned Authorities have failed in performing its duties to safeguard the environmental damage.

8. In the facts and the circumstances of this case, we make the following recommendations:

- (i) The State of Goa through its Chief Secretary shall initiate action to cause the construction debris to be removed within 60 days.
- (ii) The State of Goa shall declare the area where construction debris has been dumped and surrounding area where mangroves are existing as No-Development Zone.
- (iii) The Chief Town Planner, Town & Country Planning Department, Panaji-Goa as well as the Police Inspector, Old Goa Police Station shall initiate appropriate action

against the culprits who are responsible for dumping the construction debris at the site in accordance with law, within 60 days.

Date: 10-12-2015.

Place: Panaji-Goa.

Further, this office has also informed the Village Panchayat of Mercas to take necessary action in the matter.

Yours faithfully,

R. N. Volvoikar,
Dy. Town Planner.

Sd/-	Sd/-	Sd/-
(Justice P. K. Misra)	(A. D. Salkar)	(J. A. Keny)
Chairperson	Member	Member
Goa Human	Goa Human	Goa Human
Rights	Rights	Rights
Commission	Commission	Commission

Proceeding No. 214/2014

Inquiry Report

A short question for consideration before us in the present proceeding is whether State Government can withhold the pension of Government employee even though departmental proceedings are pending against the concerned employee. The answer to this question is in the negative for reasons stated below:

2. Facts not in dispute are briefly stated as follows:

The Complainant was functioning as Director of Information & Publicity, Panaji-Goa. He attained the age of superannuation on 31-08-2012 and he was granted pensionary benefits including gratuity. By an order dated 22-07-2013, the Department of Personnel, Government of Goa accorded sanction of the Government to withhold/ to recover the pension/pensionary benefits which were paid by the Directorate of Accounts to the Complainant. By the same order, Government also accorded sanction for grant of provisional pension to the Complainant by invoking provisions of Rule-9 (2) CCS (Pension) Rules, 1972. Accordingly, the Directorate of Accounts, Panaji-Goa has kept on hold the release of pension and asked the Bank i.e. Central Bank of India to freeze the accumulated amount. The Directorate of Accounts has also not released provisional pension to him. The Directorate of Accounts has also asked the Complainant to refund the entire amount of pensionary benefits and to surrender both the halves of pension order No. GOA/A17167.

3. It is the case of the Respondents that after release of pension/pensionary benefits to the Complainant, it was noticed that there are four Vigilance Cases pending against the Complainant. According to the Respondents, since there are disciplinary proceedings pending against the Complainant, he is not entitled for pensionary benefits.

4. We have gone through the records of this case. We have also heard learned Advocate Shri Yatish Naik for the Complainant and Adv. Ms. Harsha Naik for the Respondents.

Ref. No. TIS/23/13/114/files/MUP/
/TCP/16/1379

Office of the Town Planner,
Town and Country Planning
Department,
Tiswadi Taluka Office,
Kamat Tower, 6th Floor,
Patto Plaza, Panaji-Goa.
Dated: 14-10-2016.

To,
The Under Secretary,
Goa Human Rights Commission,
Old Education Department Bldg.,
18th June Road,
Panaji-Goa.

Sub:- Proceeding No. 47/2013 of Goa Human Rights Commission Inquiry report.

Ref:- 1) Order dated 03-05-2013 by Goa Human Rights Commission.

2) CTP/Misc/TCP/2015/5272 dated 31-12-2015.

Sir,

Further, to this office letter No. TIS/23/13/114/ /filling/MOP/TCP/16/1087 dated 2-8-2016 it is to inform you that, as per recommendation in Inquiry report in proceedings No. 47/2013, this office has informed to Police Inspector, Old Goa Police Station to investigate the matter and take necessary action as per Section 17-A and B of TCP Act with respect to recommendation (II).i.e. "The State of Goa shall declare the area where construction debris has been dumped and surrounding area where mangroves are existing as No Development zone".

As per Outline Development Plan for Panaji land under reference is earmarked as Agricultural (A2) zone and as per Regional Plan for Goa 2021 it is earmarked as Mangroves Forest (Eco-1) where No Development is permissible.

5. Placing reliance on the decision by the Hon'ble Supreme Court of India reported in (2013) 12 Supreme Court Cases 210 [State of Jharkhand & Others v/s Jitendra Kumar Srivastava and Another Respondent(s)], the learned Advocate Shri Yatish Naik contended that the Government cannot withhold the pensionary benefits to the Complainant even though departmental proceedings are pending against the Complainant.

6. In that case the Hon'ble Supreme Court dealing with Pension Rules of Bihar Pension Rules has held as follows:

"11. Reading of Rule 43(b) makes it abundantly clear that even after conclusion of departmental inquiry, it is permissible for the Government to withhold pension, etc. ONLY when a finding is recorded either in departmental inquiry or judiciary proceedings that the employee had conducted grave misconduct in the discharge of his duty while in office. There is no provision in the Rules for withholding of the pension/ gratuity when such departmental proceedings or judicial proceedings are still pending."

7. Admittedly, in this particular case before us there are four departmental proceedings pending against the Complainant. But none of the proceedings have been concluded so far. Applying the principles laid down in the above cited decision (2013) 12 Supreme Court Cases 210 [State of Jharkhand & Others v/s Jitendra Kumar Srivastava and Another Respondent(s)], it is apparent that the State Government cannot withhold the pension/pensionary benefits to the Complainant.

8. It shall not be out of place to mention here that the four cases of disciplinary proceedings were initiated on 08-11-2006, 13-11-2009, 17-06-2011 and 21-06-2012 respectively. In other words, the first case was initiated about nine years back. All these disciplinary proceedings are still pending. Needless to say, that a sword cannot be kept hanging on a Government employee for such a long period. The Government was bound to expedite the disciplinary proceedings and take the same to their logical ends. This lethargic attitude of the State Government deserves condemnation which we hereby do.

For reasons mentioned above, we make the following recommendations:

(i) *The State of Goa through its Chief Secretary shall restore the pensionary benefits to the Complainant within a period of 30 days.*

(ii) *It shall be open to the State Government to take appropriate action for recovery of excess payment if any, paid to the Complainant, after conclusion of disciplinary proceedings strictly in accordance with law.*

Date: 29-9-2015.

Place: Panaji-Goa.

Sd/-	Sd/-	Sd/-
(Justice P. K. Misra)	(A. D. Salkar)	(J. A. Keny)
Chairperson	Member	Member
Goa Human Rights Commission	Goa Human Rights Commission	Goa Human Rights Commission

ANNEXURE "A"

Government of Goa
Directorate of Accounts
PA-VII Section
Panaji-Goa

Order

No. DA/PA-VII/U-III/2015-16/478 dated 30-5-2016

Whereas, Shri Menino Peres, ex-Joint Director of Information and Publicity holding the post of Director of Information and Publicity on officiating basis retired on attaining the age of superannuation with effect from 31-08-2012 (a.n).

Whereas, various disciplinary proceedings were initiated against him by the competent authority. And whereas pending the conclusion of disciplinary proceedings initiated against him. Shri Peres was erroneously sanctioned superannuation pension under Rule 35 of CCS (Pension) Rules, 1972 instead of Provisional Pension under Rule 69 of CCS (Pension) Rules, 1972.

Whereas, Government vide Order No. 4/1/2005-PER dated 22-07-2013 accorded sanction for grant of Provisional Pension subject to recovery of the pension/pensionary benefits already availed by him.

Whereas, Shri Peres expressed inability to refund the pensionary benefits availed by him and also filed an case with the Goa Human Rights commission for redressal his grievances.

Whereas, Government vide order No. 4/1/2005-PER dated 23-05-2015 in supersession of previous order dated 22-07-2013 has now sanctioned Provisional Pension to Shri Peres.

Whereas, a penalty of five percent out in pension for a period of three years has been imposed by the Government vide order No. Secy (Vig)/Inq-D. I/2010/744 dated 28-03-2016 issued by Directorate of Vigilance.

Now, therefore in pursuance of above orders and in terms of Rule 69 of CCS (Pension) Rules, 1972 sanction is hereby accorded for release of Provisional amounting to Rs. 7,909/- (Rupees seven thousand nine hundred nine only) to Shri Menino Peres with effect from 23-05-2016 as follows:-

Original Pension	Rs. 14,380
Less 5% curtailment	Rs. 719
Amount commuted	Rs. 5,752
Provisional Pension payable	Rs. 7,909

The Provisional Pension shall be admissible from 23-05-2016 up to and including the date on which after conclusion of disciplinary proceedings, final orders are passed by the competent authority.

R. G. Halarnekar,
Dy. Director of Accounts.

To

The Dy. Director of Accounts
PA-I (Pension Section)
Directorate of Accounts
Panaji-Goa.

Copy to:-

1. Shri Menino Peres
Ex-Jt. Director of Information and Publicity,
1830/8, Halliwada Road,
Behind Britania House, Alto-Porvorim-Goa.
2. Under Secretary (Part-II)
Department of Personnel,
Secretariat, Porvorim,
Bardez-Goa 403 521.

Department of Home

Home—General Division

Directorate of Fire & Emergency Services

Order

No. DFES/CONF/RTI/2016-17/4403

In exercise of the powers vested in me under Section 5(1) and (2) of the Right to Information Act, 2005, I hereby designate the following officials as State Public Information Officer/State Assistant Public Information Officer.

Sr. No.	State Public Information Officer/ /State Assistant Public Information Officer	Role/Responsibility
1	2	3
1.	Deputy Director (Admn.), State Public Information Officer, Directorate of Fire and Emergency Services St. Inez, Panaji	For Administration/Establishment and Accounts Section under the Directorate of Fire and Emergency Services, St. Inez, Panaji.
2.	Deputy Director (Fire), South Zone, Margao, State Public Information Officer	For jurisdiction of South Zone having Margao, Verna, Curchorem and Canacona Fire Stations.
3.	Divisional Officer, Central Zone, Ponda, State Public Information Officer	For jurisdiction of Central Zone having Ponda, Bicholim, Old-Goa, Kundaim and Valpoi Fire Stations.
4.	Assistant Divisional Officer, North Zone, Panaji, State Public Information Officer	For the jurisdiction of North Zone having Panaji, Mapusa, Pernem, Vasco and Pilerne Fire Stations.
5.	Office Superintendent, State Assistant Public Information Officer, Directorate of Fire and Emergency Services, St. Inez, Panaji	For Administration/Establishment and Accounts Section under the Directorate of Fire and Emergency Services, St. Inez, Panaji.

1	2	3
6. Station Fire Officer/Officer-in-Charge, Fire Station Margao, State Assistant Public Information Officer		For jurisdiction of South Zone having Margao, Verna, Curchorem and Canacona Fire Stations.
7. Station Fire Officer/Officer-in-Charge, Fire Station Ponda, State Assistant Public Information Officer		For jurisdiction of Central Zone having Ponda, Bicholim, Old Goa, Kundaim and Valpoi Fire Stations.
8. Station Fire Officer/Officer-in-Charge, Fire Force Headquarters, State Assistant Public Information Officer		For the jurisdiction of North Zone having Panaji, Mapusa, Pernem, Vasco and Pilerne Fire Stations.

The State Assistant Public Information Officers mentioned above shall exercise this function in respect of any other Fire Station or unit that may be placed under their jurisdiction hereafter.

The State Assistant Public Information Officers shall receive the applications for information and appeals under the Right to Information Act under their jurisdiction and forward the same alongwith detail information forthwith to the respective State Public Information Officer, for further necessary action at his end.

The State Public Information Officer on receipt of the applications shall deal with requests from persons seeking information within the prescribed time period and render reasonable assistance to the persons seeking such information.

Further, in terms of provision of Section 19 of the said Act, the State Director of Fire and Emergency Services, Panaji shall be the First Appellate Authority for matters decided by the State Public Information Officer.

The powers and functions of the above officers are defined and specified in the Notification of Right to Information Act, 2005.

This supersedes all earlier Orders.

Ashok Menon, Director (Fire & Emergency Services).

Porvorim, 21st November, 2016.

Department of Industries

Notification

No. 3/23/2016-IND/678

Whereas, the Goa Investment Promotion and Facilitation Board (hereinafter referred to as the "said board") has received an application dated 05-10-2015 from M/s. Penha de France Properties Pvt. Ltd. for setting up of a 5 Star Hotel Project in the area specified in the Schedule "A" and Schedule "B" hereto (hereinafter referred to as the "said Project");

And whereas, the said Board in its ninth meeting held on 21st January 2016 has granted in-principle approval for the said Project and has recommended to the Government to demarcate and notify the areas specified in the Schedule "A" and Schedule "B" hereto as notified areas for the purpose of investment promotion under the Goa Investment Promotion Act, 2014 (Act 13 of 2014);

And whereas, the Government has accepted the said recommendation of the said Board;

Now, therefore, in exercise of the powers conferred by sub-section (2) of Section 7 of the Goa Investment Promotion Act, 2014 (Goa Act 13 of 2014), the Government of Goa hereby demarcates and declares the whole area as specified in the Schedule "A" and Schedule "B" hereto to be notified area for the purpose of Investment Promotion under the said Act.

SCHEDULE "A"

- (a) Area : 17,800.00 sq. mtrs.
- (b) Village : Penha-de-Franca.
- (c) Taluka : Bardez.
- (d) Survey No. : 76/1-E.
- (e) Field : Malim

(f) Boundaries:—

North : By survey number 77/1-F and survey number 76/1-C;

South : By Survey No. 76/1;
 East : By National Highway Number 17 and public road from Malim Jetty to Mandovi Bridge;
 West : By survey number 75/3 and survey number 76/1-C.

SCHEDULE "B"

(a) Area : 700.00 sq. mtrs;
 (b) Village : Penha-de-Franca;
 (c) Taluka : Bardez;
 (d) Survey No. : 77/1-F;
 (e) Field : Malim.

(f) Boundaries:—

North : By National Highway Number 17 and village road;

South : By survey number 76/1-E and National Highway Number 17;

East : By National Highway Number 17 and public road from Malim Jetty to the Mandovi Bridge;

West : By survey number 77/1-A.

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Industries).

Porvorim, 21st November, 2016.



Department of Inland Waterways

Captain of Ports

—

Notification

No. A-27039/PART FILE-I/GSMSC/3971

Government is pleased to constitute a Goa State Maritime Security Committee (GSMSC) and will consist of the following:-

- | | |
|---|------------------|
| 1. The Chief Secretary,
Government of Goa | — Chairman. |
| 2. The Secretary Ports,
Government of Goa | — Vice-Chairman. |
| 3. The Captain of Ports, PFSO | — Convenor. |
| 4. The Flag Officer Commanding,
Goa Naval Area | — Member. |
| 5. The District Commandant,
Coast Guard, Goa | — Member. |
| 6. The DIG, Police, Panaji, Goa | — Member. |
| 7. The Chairman, Mormugao
Port Trust | — Member. |
| 8. The Director, Disaster
Management Cell, Goa | — Member. |

- | | |
|---|-----------|
| 9. The Commissioner of
Customs at Goa | — Member. |
| 10. The Director-Intelligence
Bureau at Goa | — Member. |
| 11. The Commissioner Special
Bureau, Government of India
at Goa | — Member. |
| 12. The Chairman, Goa State
Pollution Control Board | — Member. |
| 13. The Director Fisheries, Goa | — Member. |
| 14. The Superintendent of Police
(North) | — Member. |
| 15. The Superintendent of Police
(South) | — Member. |
| 16. The Superintendent of Coastal
Marine Police | — Member. |
| 17. The Director of Fire Services | — Member. |
| 18. The Marine Engineer Ship
Surveyor, COP Dept. | — Member. |
| 19. The Deputy Captain of Ports | — Member. |
| 20. The Port Health Officer-Port
Health Office, Panaji Goa | — Member. |
| 21. The Secretary, Goa Mineral
Ore Exporters Association | — Member. |
| 22. The President, Goa Barge
Owners Association | — Member. |
| 23. The Senior Superintendent
(Workshop/Traffic-RND) | — Member. |

The Committee will have the following duties and responsibilities:-

- i. To review timely implementation of various proposals pertaining to Maritime Coastal Security.
- ii. To ensure effective co-ordination among various State Government Agencies and Central Government Agencies/Indian Navy/Indian Coast Guard on vital Maritime issues such as Marine Pollution Control, fisheries development etc.
- iii. To review the security arrangement and regulatory aspects of the Coastal and riverine zone of Goa and recommend such actions as necessary in the interest of Maritime Security.

By order and in the name of the Governor of Goa.

Capt. James Braganza, Captain & ex officio Joint Secretary (Captain of Ports).

Panaji, 22nd November, 2016.

Department of Labour

—
Order

No. 28/18/2016-LAB/820

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Nilaya Hermitage (Jay Agrotech Private Limited), Mainabatti, Arpora, Bardez-Goa, and their workmen represented by the Goa Trade and Commercial Workers' Union, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, at Panaji-Goa, constituted under Section 7-A of the said Act.

SCHEDULE

"(1) Whether the action of the management of M/s. Nilaya Hermitage (Jay Agrotech Private Limited), Mainabatti, Arpora, Bardez-Goa, in not conceding the following demands raised by the Goa Trade and Commercial Workers' Union, is legal and justified?

CHARTER OF DEMANDS

1. Flat-rise in basic-salary & pay-scales:

That with effect from 01-11-2013, each workperson be paid a sum of Rs. 2,500/- as a flat-rise over and above the existing basic salary.

2. House Rent Allowance (HRA):

That w.e.f. 01-01-2013, each workperson be paid House Rent Allowance (HRA) @ 40% on Basic+ Fixed Dearness Allowance (FDA)+Variable Dearness Allowance (VDA).

3. Fixed Dearness Allowance (FDA):

That w.e.f. 01-01-2013, each workperson be paid an additional increase of Rs. 1,250/- in the existing Fixed Dearness Allowance (FDA) every month.

4. Variable Dearness Allowance (VDA):

That w.e.f. 01-01-2013, each workperson be paid a Variable Dearness Allowance (VDA) at the rate of

Rs. 3/- per point over and above base (AAICPI) 1722 points (1960=100).

The Variable Dearness Allowance (VDA) shall be revised every quarter in January, April/July/October.

5. Conveyance Allowance:

That each workperson be paid Additional Conveyance Allowance w.e.f. 01-01-2013 @ Rs. 1,000/- per month.

6. City Compensatory Allowance (CCA):

That w.e.f. 01-01-2013, each workperson be paid a sum of Rs.1,000/- per month towards City Compensatory Allowance.

7. Washing Allowance (WA):

That w.e.f. 01-01-2013, each workperson be paid an additional sum of Rs.300/- per month towards Washing Allowance.

8. Shift Allowance:

That w.e.f. 01-01-2013, each workperson be paid a Shift Allowance for 8 hours of work at the rate of Rs. 75/- per shift.

9. Leave Travel Allowance (LTA):

That w.e.f. 01-01-2013, each workperson be paid two month's gross salary as Leave Travel Allowance (LTA) every year whenever the workers apply for Leave.

10. Leave facilities:

That the workpersons be eligible to the following leave facilities w.e.f. 01-01-2013.

- a) Privilege Leave: 30 days per annum with facility to accumulate upto 100 days and encash above 50 days of accumulated leave.
- b) Casual Leave: 15 days per annum with a facility to accumulate upto 30 days or with a facility to encash the balance leave.
- c) Sick Leave: 20 days per annum with a facility to accumulate upto 45 days (3 days at a stretch).

11. Interest Free Loan Facility:

That each workperson ought to be made eligible to an Interest Free Loan facility to the extent of Rs. 1,00,000/- to be deducted in 100 equal installments. Loans to be disbursed on personal guarantee of each employee/workman, without asking for any surety from co-workman/employee.

12. Accident Leave:

That whenever any workperson meets with an accident "while on duty"/"in the course of employment" he/she should be eligible to be paid full wages. In case a worker is covered by the ESIS and if 75% wages are paid by E.S.I.C. as accident wages to this insured workperson, the remaining 25% in shortfall in wages should be paid by the resort/company to the concerned workperson.

13. Medical Allowance and Special Sick-Leave:

That those workpersons who are outside the purview of E.S.I.S should be made eligible to 15 days additional sick leave per annum. All such employees be paid 1-gross salary every month to such Non-ESIS workers as medical allowance.

14. Festival advances:

That each workperson should be paid Rs. 10,000/- as a Festival Advance to be deducted in 12 equal installments at least 10 days prior to the following festival every year.

- a) Ganesh Chaturthi festival.
- b) Christmas festival.
- c) Ramzan-Id.

15. Out-door Food Allowance:

That whenever the workman is sent on out-door duty, he/she be paid an out-door food allowance towards breakfast, lunch, dinner, tea and snacks on the following pattern:

Breakfast	Rs. 40/- per day
Lunch	Rs. 100/- per day
Dinner	Rs. 100/- per day
Tea and Snacks	Rs. 30/- per day

16. Gratuity:

All the workmen be made eligible to the Gratuity on the following basis i.e.

$$\frac{\text{Basic} + \text{VDA} + \text{DA} + \text{HRA} \times 45 \text{ days} \times \text{No. of years.}}{26}$$

17. Bonus-cum-ex-Gratia:

Union demands that w.e.f. 01-01-2013, all the workmen be paid Bonus-cum-ex-gratia @ 20% without ceiling on gross wages every year, before Diwali Festival.

18. Period of settlement:

That the period of settlement shall be for three years from 01-01-2013 to 31-12-2016.

19. Interim relief:

Pending the finalization of all the above demands spelt-out herein, in the Charter of Demands, the Union/workmen demands that each workman who

is on the pay roll of the Company be granted an amount of Rs.6,000/- as an INTERIM RELIEF as the present salary and other emoluments paid to the workmen are meagre and pathetic. This Interim Relief be adjusted from the final relief to be granted to the workmen.

20. Those conditions of service which have not been specifically referred to and which are presently enjoyed by the employees shall continue to be applicable to them unless specifically modified through mutual settlement with the Union.

(2) If the answer to issue No. (1) above is in the negative, then, what relief the workmen are entitled to?"

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 18th November, 2016.

Order

No. 28/19/2016-LAB/822

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Chemtrols Industries Limited, Kundaim Industrial Estate, Kundaim-Goa, and their workmen represented by the Goa Union of Industrial Workers, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, at Panaji-Goa, constituted under Section 7A of the said Act.

SCHEDULE

"(1) Whether the action of the management of M/s. Chemtrols Industries Limited, 141/142, Kundaim Industrial Estate, Kundaim-Goa, in not conceding the following Charter of Demands raised by the Goa Union of Industrial Workers, is legal and justified?"

CHARTER OF DEMANDS

1. Demand No. 1: **Pay Scale:**

W-I : 3845-225-5120-250-5870-275-6695-300-7595-325.

W-II : 5180-250-5930-275-6755-300-7655-325-8630-350-9680-375.

W-III : 5500-300-6400-325-7375-350-8425-375-9550-400-10750-425.

2. Demand No. 2: **Flat Rise:**

Union demands that all the workers shall be given the flat rise @ Rs.6000/- the above amount should be added to the existing basic and thereafter in the revised pay scale in the higher stage.

3. Demand No. 3: **Variable Dearness Allowance:**

Union demands that at present no VDA is paid to the workmen and in order to compensate the increase in the cost of living, the VDA shall be @ 7 per point rise above AICPI 2000(1960=100) the computation of VDA shall be made quarterly based on the average consumer price index of preceding quarter. The VDA up to 2000 points shall be merged into fixed Dearness Allowance.

4. Demand No. 4: **House Rent Allowance (HRA):**

Union demands that HRA should be paid at the revised rate of 50% of Basic and dearness allowance, as the cost of accommodation is very high in Goa due to Tourist State.

5. Demand No. 5: **Education Allowances:**

The Union demands that the educational allowance shall be revised by @ Rs. 300/- per month and shall be paid accordingly.

6. Demand No. 6: **Uniform and Washing Allowance:**

The Union demand that the workers be paid washing allowance of Rs. 500/- per month to every worker along with two pairs of Uniform a year.

7. Demand No. 7: **Paid Holiday:**

Union demands that the worker shall be granted paid holiday for 15 days per year which shall be adjusted to the next day if the public holiday comes on Sunday.

8. Demand No. 8: **Leave:**

Union demands that the worker should be given Leave on the following basis:

- (a) **Earned Leave:** Union demands that the worker should be given leave @ 35 days and leave shall be allowed to take 10 times in year.

- (b) **Casual Leave:** Union demands that the worker should be given casual leave @ 15 days per year.

- (c) **Sick Leave:** Union demands that the worker should be given Sick Leave @ 20 days per year.

9. Demand No. 9: **Leave Travel Assistance:**

Union demands that LTA should be paid at the rate of 10,000/- per annum per workmen to be paid during Ganesh Festival.

10. Demand No. 10: **Medical Allowance:**

The Union demands that the Medical allowance shall be revised by adding 500/- per worker per month and shall be paid accordingly.

11. Demand No. 11: **Promotion Policy/Designation:**

Union demands that separate promotion policy should be promulgated in consultation with the union and every workman shall be designated to his specific post as Senior Operator, Operator, Assistant Operator, Helpers, etc.

12. Demand No. 12: **Loan:**

Union demands that the interest free loan of Rs. 1,00,000/- should be granted to the workmen to meet the purchase of household articles or house repairs or marriage of self or his/her family member.

13. Demand No. 13: **Bonus/Ex-gratia:**

Union demands that all the workers shall be paid 30% of Bonus/Ex-gratia every year without any ceiling.

14. Demand No. 14: **Festival Advance:**

Union demands that all the workmen shall be given Festival advance at the rate of Rs.10,000/- once a year to be deducted in 10 equal instalments.

15. Demand No. 15: **Accident Benefits:**

Union demands that those workers who met with an accident while on duty shall be granted special paid leave and shall be reimbursed with all the medical expenses.

16. Demand No. 16: **Raincoats and Sleepers:**

Union demands that every worker be provided with good quality raincoats and every year in the first week of June. Union further demands that all the workers should be given 2 pairs of safety shoes every year.

17. Demand No. 17: **Changing Room and Locker Room:**

The Union demands that the workers be provided with a proper changing room and separate locker to each worker.

18. Demand No. 18: Picnic:

The Union demands that the management shall arrange a family picnic to the workers every year during the month of December every year.

19. Demand No. 19: Bonus/Ex-gratia:

The union demands that the workers be paid bonus during the Diwali festival after discussing the quantum of Bonus to be paid to the workers.

20. Demand No. 20: Insurance Policy of the Workmen:

Union demands that group insurance policy worth Rs. 1,00,000 shall be drawn for workers in case of death and/or major illness.

21. Demand No. 21: Period of settlement:

Union demands that the settlement should be for the period of 3 years and should be in any circumstances are extended beyond 3 years.

(2) If the answer to issue No. (1) above is in the negative, then, what relief the workmen are entitled to ?”

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 21st November, 2016.

Notification

No. 28/1/2016-LAB/784

The following award passed by the Labour Court-II, at Panaji-Goa on 27-07-2016 in reference No. IT/35/12 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 7th November, 2016.

THE LABOUR COURT – II
GOVERNMENT OF GOA
AT PANAJI

(Before **Shri Suresh N. Narulkar**, Hon'ble
Presiding Officer)

Case No. Ref. IT/35/12

Shri Sandesh C. Naik,
H. No. 185, Undir Bandora,
Ponda-Goa

... Workman/Party-I

V/s

M/s. Orchid Biomedical Systems,
Verna Industrial Estate,
Verna-Goa

... Employer/Party-II

Workman/Party-I represented by Adv. Shri H. Shirodkar.

Employer/Party-II represented by Adv. Shri M. S. Bandodkar.

Panaji, Dated: 27-07-2016.

AWARD

1. In exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa, by Order dated 28-05-2012, bearing No. 28/23/2012-LAB/271, referred the following dispute for adjudication by Industrial Tribunal of Goa. The matter was thereafter transferred to this Labour Court II for its adjudication vide order of the Government of Goa dated 09-02-2016.

“(1) Whether the action of the Management of M/s. Orchid Biomedical Systems, Verna-Goa in dismissing from service of Shri Sandesh C. Naik, Worker, vide dismissal letter dated 30-06-2011, is legal and justified?

(2) If not, to what relief, the Workman is entitled?”

2. On receipt of the reference, a case was registered under No. IT/35/2012 and registered A/D notice was issued to the parties. In pursuance to the said notice, the parties put in their appearance. The Workman/Party I (for short “Workman”), filed his Statement of Claim on 03-07-2012 at Exb. 4. The facts of the case in brief as pleaded by the Workman are that he was employed with the Employer/Party II, (for short “Employer”) as a “Trainee-worker” since 01-08-2002. He stated that he was confirmed in service as ‘worker’ w.e.f. 01-07-2003. He stated that in the year 2008, the union namely ‘Orchid, Qualpro and Zephyr Verna Employees Union’ (for short, ‘said union’) was operating in the establishment of the Employer. He stated that the Employer had signed a wage settlement dated 10-01-2008 with the said union. He stated that he was a signatory of the said settlement, being a member of the said union. He stated that on 25-03-2008, he being a General Secretary of the said union had written a letter to the Chief Inspector of Factories and Boilers alleging violation of certain provisions of the Factories Act and the Rules. He stated that subsequently almost all the permanent employees of the Employer left the said union and joined the Gomantak Mazdoor Sangh on 03-04-2008.

3. He stated that on 29-04-2008, the Employer issued a false and baseless charge-sheet to him, alleging that he was responsible to instigate workers on certain dates. He stated that on the same day i.e. 29-04-2008 he wrote a letter to the Employer and requested for the copies of the complaint on which basis the charge-sheet was issued to him. He stated that on 05-05-2008, the Employer refused to give copies of the complaint alleging that the necessary facts were already present in the charge-sheet itself. He stated that he had replied to the charge-sheet, vide its letter dated 09-05-2008, without getting the copies of the complaint. He stated that he was informed by the Employer that his explanation was not satisfactory and therefore, they had decided to conduct a domestic enquiry. He stated that during the course of enquiry he had asked certain copies of documents, however, he was not furnished with the same. He stated that vide his letter dated 14-08-2008, he had protested against the improper payment of subsistence allowance pending enquiry. He stated that the Enquiry Officer proceeded with the enquiry in a biased manner and submitted his findings. He stated that thereafter, he was issued a show-cause notice dated 05-05-2011. He stated that he has replied to the said show-cause notice vide his letter dated 16-05-2011. He stated that thereafter the Employer dismissed him from their service, vide their letter dated 30-06-2011. He stated that he had filed an appeal before the Managing Partner of the Employer against his dismissal from service, vide his letter dated 11-07-2011. He stated that the said appeal was resulted in dismissal. He stated that he therefore raised an industrial dispute before the Dy. Labour Commissioner, Margao, vide his representation dated 25-07-2011, which ended in failure.

4. The Workman challenged the action of the Employer in dismissing him from service by contending that the entire action of initiating a domestic enquiry and dismissing him from service is malafide, by way of victimization and colourable exercise of power of the Employer. He submitted that his dismissal from service amounts to an unfair labour practice under the Fifth Schedule of the I.D. Act, 1947. He stated that he was being targeted for forming and supporting a union in the establishment and also because he had written a letter to the Inspector of Factories. He submitted that the entire enquiry was based on vague charge-sheet and therefore, the enquiry stands vitiated. He submitted that enquiry stands vitiated for violation of principles of natural justice. He submitted that the Enquiry Officer had conducted enquiry against him in a biased manner and has acted as an agent of the management.

5. He submitted that he is unemployed, since after his dismissal and has not been able to secure any gainful employment. The Workman therefore prayed for a declaration that the action of the Employer in dismissing him from service be declared as illegal, improper, unjustified and in violation of principles of natural justice and quash and set aside the same and be direct the Employer to reinstate him with full back wages and continuity in service.

6. The Employer resisted the claim of the Workman, by filing its written statement on 17-09-2012 at Exb.06. The Employer submitted that the entire reference is bad-in-law, not maintainable and ought to be rejected. The Employer submitted that since the charges of misconduct found proved against the workman were grave and serious in nature, they dismissed him from their service. The Employer submitted that the punishment imposed upon the Workman is proportionate and commensurate to the proved charges. The Employer submitted that the said termination of services of the Workman is fully legal and justified.

7. The Employer admitted that the Workman under reference was appointed as a trainee worker by them w.e.f. 01-08-2002 and subsequently confirmed in their service from 01-07-2003. The Employer admitted that the Workman was the general secretary of the Orchid, Qualpro and Zephyr, Verna Employees (internal union). The Employer admitted that it has signed a settlement with the said union on 10-01-2008. The Employer stated that the Workman resigned as General Secretary from the said union, vide letter dated 11-01-2008.

8. The Employer stated that on 24-02-2008 at about 9.15 a.m., the Workman approached Mr. Sushant Khandeparkar, Worker in the presence of other workers who were working at assembly II on the shop floor and asked them not to give the production output as required by the management and that they should not give the normal production. The Employer stated that the Workman further threatened them that if they do not follow his instructions, otherwise they would have to face the consequences. The Employer stated that on 01-03-2008 at about 10.30 p.m. the Workman again came to assembly II and approached Mr. Sushant Khandeparkar and other workers working there and told them not to give the required production as per norms of the settlement signed by and between the management and the workman. The Employer stated that the Workman further threatened and told them that unless they follow his instructions, he would continue to harass them. The Employer

stated that on 19-03-2008 at about 10.30 a.m. the Workman again came on the shop floor, where the workers were performing their normal duties and called Mr. Shivdas Gadekar from his workplace and started harassing and instigating his mind against the management and told him not to work even during working hours. The Employer stated that on 03-04-2008, the Workman approached Mr. Suhas R. Malik in the Peding department at about 10.30 a.m. in the first shift and asked him to slow down the production activities, so that they will not be in position to complete the required production. The Employer stated that the Workman was constantly creating difficulties by going in his department and disturbing him.

9. The Employer stated that it has also received a report from Mr. Vishal Naik on 17-04-2008 at about 7.30 p.m. stating that during the working hours, the Workman arranged an illegal meeting of its workers within its premises, near the Oven of second assembly area. The Employer stated that the workman also forced and pressurized the other workers to attend the meeting, who were also on duty and/or who were not responding the call to attend the meeting. The Employer stated that the Workman told the other workers that if they do not attend the said meeting, they will not be allowed to work in the factory and will have to face the consequences.

10. The Employer submitted that since the entire act on the part of the Workman was found to be serious acts of misconducts as per certified standing orders, he was issued a charge-sheet dated 29-04-2008, giving his details acts. The Employer stated that since the behaviour of the Workman was detrimental to the smooth functioning of the establishment, he was suspended pending enquiry w.e.f. 29-04-2008. The Employer stated that though the workman submitted his reply to the charge-sheet issued to him, the same was not found satisfactory. The Employer stated that an enquiry was therefore conducted in respect of the said charge-sheet dated 29-04-2008. The Employer submitted that it has conducted an enquiry in a fair and proper manner by following principles of natural justice. The Employer submitted that the Enquiry Officer after completing the enquiry submitted his findings by which all the charges of misconduct levelled against the workman found proved. The Employer submitted that the disciplinary authority after going through the enquiry proceedings and its connected papers and evidence on record, has concurred with the findings of the Enquiry Officer. The Employer submitted that a show cause notice dated

05-05-2011 was issued to the Workman along with a copy of the findings. The Employer submitted that the workman filed his reply dated 16-05-2011 to the show cause notice issued to him. The Employer submitted that the management after going through the said explanation/reply found it far from satisfactory as the submissions made in the said reply were totally false, baseless and mischievous. The Employer submitted that considering the seriousness and gravity of misconducts found proved against the workman, it came to bonafide conclusion that no leniency was warranted. The Employer submitted that they have therefore dismissed the workman vide its letter dated 30-06-2011. The Employer submitted that the punishment of dismissal imposed upon the workman is just and fair.

The Employer finally submitted that the workman has not made out a case for granting any relief, much the less the relief claimed by the workman and prayed for the dismissal of the reference in limine.

11. Thereafter, the Workman filed his Rejoinder at Exhibit-7 on 15-10-2012. The Workman, by way of his Re-joinder denied each and every statement, averments and submissions made by the Employer, vide their Written Statement, filed in the present proceedings and reiterates and confirms the statements, averments and submissions made by him in his statement of claim.

12. Based on the pleadings filed by the respective Parties, the Hon'ble Industrial Tribunal cum Labour Court has framed the following issues at Exb.-9.

1. Whether the Party-I proves that the domestic enquiry conducted against him by Party II, is not fair and proper?
2. Whether the Party-I proves that the entire action of initiating a domestic enquiry and dismissing him was malafide, by way of victimization and a colorable exercise of power by the management, amounting to unfair labour practice under 5th schedule, Part 1-4 (a) & (f) of I.D. Act, 1947?
3. Whether the Party II proves that the charges of misconduct leveled against the Party I are proved to the satisfaction of the court by acceptable evidence?
4. Whether the Party I proves that the punishment of dismissal is too harsh and severe and grossly disproportionate to the alleged charges against him?
5. Whether the Party - I proves that the action of dismissal is illegal and it violates section

33 of I.D. Act since proceedings regarding non-payment of subsistence allowance were pending before the Conciliation Officer, on the day of dismissal?

6. Whether the Party - I is entitled for any relief?

7. What award?

13. Thereafter, the case was fixed for the evidence of the Workman. The Workman has filed his affidavit in evidence and also produced on record certain documents. The case was adjourned for cross-examination of the Employer at the request of Ld. Adv. Shri M. S. Bandodkar for the Employer. On 15-06-2016, the Workman present in person and the Employer was represented by Adv. Shri M. S. Bandodkar. Both the parties orally submitted that the matter is likely to settle amicably between the parties and sought time to file the terms of settlement. Accordingly on 27-07-2016 the Workman as well as Ld. Adv. Shri M. S. Bandodkar appearing for the Employer filed a joint application for consent award in terms of settlement of the dispute, which is on record at Exh-23.

I have carefully perused the said application for consent award, jointly filed by the parties. I am of the opinion that the said terms of settlement are beneficial to the Workman and hence consented for the same. Since the dispute under reference is settled between the parties, I hold that the dispute under present reference does not survive.

In view of the above, I proceed to pass the following order:

ORDER

1. It is held that in view of amicable settlement between the parties, the dispute as to whether the action of the Management of M/s. Orchid Biomedical Systems, Verna-Goa in dismissing from service of Shri Sandesh C. Naik, Worker, vide dismissal letter dated 30-06-2011, is legal and justified, does not survive.
2. The workman Shri Sandesh C. Naik is not entitled to any relief.
3. No order as to costs.

Inform the Government accordingly.

Sd/-

(Vincent D'Silva)
Presiding Officer,
Industrial Tribunal and
Labour Court

Notification

No. 28/1/2016-LAB/789

The following award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 05-08-2016 in reference No. IT/120/07 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 7th November, 2016.

IN THE INDUSTRIAL TRIBUNAL AND
LABOUR COURT
GOVERNMENT OF GOA
AT PANAJI

(Before Shri Vincent D'Silva, Hon'ble Presiding Officer)

Ref. No. IT/120/07

Workmen,
Rep. by Goa Trade & Commercial
Workers' Union,
Velhos' Building, 2nd Floor,
Opp. Municipal Garden,
Panaji-Goa ... Workmen/Party I
V/s

M/s. Airport Plaza,
Airport Road,
Dabolim-Goa ... Employer/Party II
Workmen/Party I represented by Adv. Shri Suhaas Naik.
Employer/Party II represented by Adv. Shri M. S. Bandodkar.

AWARD

(Delivered on this the 5th day of the month of August of the year 2016)

By order dated 14-12-2007, bearing No. 28/17/2005-LAB/1315, the Government of Goa in exercise of powers conferred by Section 10 (1)(d) of the Industrial Disputes Act, 1947 (for short The Act), has referred the following dispute to this Tribunal for adjudication.

"(I) Whether the Charter of Demands as specified here-in-below which was served by the Goa Trade & Commercial Workers' Union vide their letter dated 07-08-2006, on the management of M/s. Airport Plaza, Dabolim, Goa, is legal and justified?

CHARTER OF DEMANDS

(1) Flat-rise in basic-salary and pay-scales:

The Union demands that each worker should be paid a sum of Rs.1,200/- as Flat-Rise over and above the existing "Basic Salary" earned by him/her as on 31-07-2006. The total 'Basic Salary' of each workman as on 31-07-2006 plus the Flat-Rise of Rs. 1200/- per month shall be placed in the respective pay scales given below and 'fitted' in at the appropriate stage in the pay scale with effect from 01-08-2006.

The Union further demands that 'Special Grades' may be worked-out as follows and the workers may be fitted in these grades according to seniority and designations.

GRADE	PAY SCALES
I	1700-65-2025-75-2400-85-2825-95-3300
II	1925-70-2275-80-2675-90-3125-100-4125
III	2175-75-2550-85-2975-95-3450-105-3575
IV	2425-80-2825-90-3275-105-3800-110-4350
V	2650-85-3075-95-3550-110-4100-120-4700
VI	2925-90-3375-100-4375-115-4950-125-5575

SPECIAL GRADES

Sp. I	3200-95-3675-105-4200-120-4800-130-5950
Sp. II	3500-100-4500-110-5050-125-5675-135-6350
Sp. III	3800-105-4325-115-4900-130-5550-140-6250

(2) Seniority Increments:

The Union demands that the workmen should be given 'seniority increments' as mentioned below with effect from 01-08-2006.

- (a) Those who have completed 3 to 5 years of service shall be given.....One Increment;
- (b) Those who have completed 6 to 8 years of service shall be given..... Two Increments;
- (c) Those who have completed 9 to 10 years of service shall be given..... Three Increments.

(3) House Rent Allowance (HRA):

The Union demands that with effect from 01-08-2006 each workman ought to be paid House Rent Allowance (HRA) at the rate of 30% of the Basic Salary and Dearness Allowance.

(4) Fixed Dearness Allowance (FDA):

The Union demands that with effect from 01-08-2006, each workman be paid a Fixed Dearness Allowance (FDA) every month at the rate of Rs. 500/- in addition to the existing Fixed Dearness Allowance as on 31-07-2006.

(5) Variable Dearness Allowance (VDA):

The Union demands that with effect from 01-08-2006, each workman be paid a Variable Dearness Allowance (VDA) at the rate of Rs. 2/- per point over and above base (AAICPI) 2000 points (1960=100).

The Variable Dearness Allowance shall be revised at every quarter, in January, April, July and October.

(6) Conveyance Allowance:

The Union demands that with effect from 01-08-2006, each workman shall be paid Conveyance Allowance at the rate of Rs. 600/- per month.

(7) City Compensation Allowance:

The Union demands that with effect from 01-08-2006, each workman shall be paid a sum of Rs. 300/- per month, towards City Compensation Allowance.

(8) Washing Allowance:

The Union demands that with effect from 01-08-2006, each workman shall be paid a sum of Rs. 150/- per month, towards Washing Allowance.

(9) Shift Allowance:

The Union demands that with effect from 01-08-2006, each workman shall be paid a Shift Allowance on the following basis:-

Rs. 15/-	per shift for 1st shift worked;
Rs. 25/-	per shift for 2nd shift worked; and
Rs. 30/-	per shift for 3rd shift worked.

It is further demanded that workers should be allowed to have shift change from all the Departments at the end of the week.

(10) Leave Travel Allowance (LTA):

The Union demands that with effect from 01-08-2006, each workman be paid Rs. 5000/- every year as Leave Travel Allowance (LTA). While taking the benefit of Leave Travel Allowance, the workman be allowed to avail 4(four) days privilege leave.

(11) Overtime:

The Union demands that each workman be paid Overtime at double the rate of wages. Whenever the workers are required to work on Sundays/ Holidays and Weekly-off-days, they should be paid double the rate of wages with a paid compensatory-off which should be allowed to be availed by the workers within 10 days of such work. When a worker's work exceeds 16-hours of duty due to exigencies of work, he be paid Overtime, as above, and given a paid compensatory-off. Overtime should be applicable soon after 15 minutes of duty hours.

The Union demands to discontinue the existing system of making workers to work for 9 hours every shift without paying Overtime. The shift work should be for 8 hours.

(12) Leave Facilities:

The Union demands that the workman be eligible to the following Leave Facilities with effect from 01-08-2006.

- a) Privilege Leave
30 days of privilege leave per annum with a facility to accumulate upto 150 days. The workers should be allowed to take privilege leave for six times in a calendar year.
- b) Casual Leave
10 days of casual leave per annum and with a facility to encash the balance leave in case the casual leave is not sanctioned due to exigencies of work.
- c) Sick Leave
15 days of sick leave per annum with a facility to accumulate upto 60 days.
- d) Holidays
The Union demands that the workman should get 12 days paid holidays in a calendar year. The list of holidays is to be finalized in the beginning of the calendar year in consultation with the members of the local committee and the list to be displayed on the notice board at the beginning of the year.
- e) Bereavement Leave
The Union demands that workperson should be granted 12 days bereavement leave for death of his/her parents/spouse and children.

(13) Fully Equipped Medical Care Centre:

The Union demands that the establishment should provide a fully equipped Medical Care Centre with a Registered Medical Practitioner, staff nurse and with all essential/emergency medicines and First-Aid-kits, which Medical Care Centre should function 24 hours a day (round the clock).

(14) Interest Free Loan Facility:

The Union demands that each workman ought to be made eligible to an Interest Free-Loan facility to the extent of Rs. 50,000/- which is to be recovered in 100 equal installments.

(15) Bonus/Ex-gratia:

The Union demands that each and every workman be paid Bonus/Ex-Gratia every year at the rate of 20% on the gross salary earned during the financial year.

(16) Accident Leave:

The Union demands that whenever any workman meets with an accident, 'while on duty' in the course of employment, he/she should be paid full wages. In case the worker is covered by the Employees State Insurance Scheme and if 75% wages are paid by the Employees State Insurance Corporation as accident wages to the insured workperson, the remaining 25% wages should be paid by the Employer to the concerned workperson.

(17) Medical Allowance and Special Sick Leave:

The Union demands that those workpersons who are outside the purview of the Employees State Insurance Scheme should be granted 15 days additional sick leave per annum and an amount at the rate of 5% of the gross salary ought to be paid every month as the Medical Allowance.

(18) All the Casual Workers to be made Permanent:

The Union demands that all the casual/temporary/contract workman employed at Airport Plaza shall be made permanent and brought on the permanent workers rolls of Airport Plaza.

(19) Festival Advances:

The Union demands that each workman should be paid Rs.5,000/- as a Festival Advance which is to be recovered in 10 equal installments. The festival advance should be paid atleast 10 days prior to the following festivals, every year.

- (a) Ganesh Chaturthi
- (b) Christmas

(20) Death Benefit Relief:

The Union demands that whenever any death occurs in the course of employment or while on duty, the relatives/dependants of such workman be paid a death benefit relief of Rs. 75,000/- as an immediate relief, without prejudice to the other legal rights and claims of the workman as provided under different legislations.

(21) Late Coming/Early Going:

The Union demands that the earlier benefit of late coming/early going which was enjoyed by the employees and discontinued by the management should be continued to the employees.

(22) Promotion Policy:

The Union demands that separate promotion policy should be promulgated in consultation with the Union. The detail promotion policy will be submitted to the management at the time of negotiations.

(23) Yearly gift:

The Union demands that all the workman shall be given Yearly Gift of Rs. 1000/- at the time of festival once in a year and the amount shall be increased as per the seniority.

(24) Free Cake:

The Union demands that all the workman be given free cake of two kgs. on his/her birthday and 30% discount on all other cakes.

(25) Union Office:

The Union demands that Union be provided an office in the premises of hotel.

(26) Uniforms-rain Wears/Chappals:

The Union demands that every workman shall be given three pairs of terri-cotton Uniforms every year. It is further demanded that the workman should be given an Umbrella/Raincoats and a pair of rain sandals before the rainy season. The Union demands that the workman should be issued every month one bar of soap and two cotton towels every year.

(27) Facility for Out-door Catering:

The Union demands that the Supervisor should be paid an amount of Rs. 60/-, drivers Rs. 50/- and general workers Rs.30/- whenever they are sent for out-door catering. The above amount be paid to each one of them on a daily payment voucher.

(28) Breakfast/Tea and Lunch/Dinner:

The Union demands that as and when the workmen are on duty outside the hotel premises on V.I.P./Domestic/Chartered Flight, the workmen should be paid an amount of Rs. 25/- for breakfast; Rs. 40/- for lunch and dinner and Rs. 15/- for evening tea.

The Union further demands that as and when the workers perform additional duty on V.V.I.P./Domestic/Chartered Flight, the workmen should be paid an amount casual to 35% of his gross wages on the daily payment voucher.

(29) Free Food:

The Union demands that the workmen should be provided good quality food free of cost.

(30) Rest-room and Toilets:

The Union demands that the management should provide well furnished rest rooms to the workmen. The Union further demands that the toilets provided for the female workperson may be increased by an additional toilet.

(31) Issues of Man-power designations and Promotions:

The Union demands that issues of manpower, designation and promotions to be discussed, with Union by the management.

(II) If the answer to (I) above is in the affirmative, then to what relief the workmen are entitled?"

2. Upon receipt of the reference, it was registered as IT/120/07 and registered AD notices were issued to both the parties. Pursuant to service of notices, Party I filed a Claim Statement at Exhibit 6 and Party II filed a Written Statement at Exhibit 10. Party I then filed a Rejoinder at Exhibit 11.

3. In the statement of claim, it is the case of Workman/Party I that the Party II is engaged in the business of providing catering services to various Indian and Foreign flights operating from Dabolim Airport and that Party II is financially strong and making huge profits every year. The Party I requested the Union to raise a fresh Charter of Demands, seeking enhancements and revision in their existing salaries, allowances and service conditions. The Party II however failed to discuss and finalize the demands and adopted delaying tactics in order to frustrate and create an element of fear in the minds of the workmen. The Industrial dispute raised before Labour Commissioner ended in failure due to adamant attitude of the company. The demands raised by the Union are just, fair and proper and need to be considered in favour of the workmen.

4. In the written statement at Exhibit 10, the Employer/Party II claimed that the reference is null and void as neither the settlement dated 01-08-2004 nor the consent award dated 24-3-2008 has been terminated prior to submission of charter of demands. The Party II has always ensured that the workmen are paid fair wages, much better than the wages earned by other employees employed in comparable industries in the region. The wages paid to the workmen are more than the minimum wages. The Party I is not entitled for any relief prayed for.

5. In the rejoinder at Exhibit 11, Party I confirmed and reiterated all the averments made by them in the claim statement and denied the statements made by Party II in written statement and prayed that the relief claimed in the claim statement be allowed.

6. Issues framed at Exhibit 13 are as follows:

- 1) Whether the Party I proves that the demands raised vide letter dated 7-8-2006 are legal and justified?
- 2) Whether the Party II proves that the reference is null and void?
- 3) What relief? What Order?

7. In the course of further proceedings, the parties have arrived at an amicable settlement and filed the monetary terms/consent terms dated 26-07-2016 along with Annexure A and a receipt, at Exhibit 20 colly.

8. The terms of settlement are reproduced herein:

- (1) Each workman concerned in the reference as per Annexure A to the settlement shall be paid a sum of Rs. 7,692/- (Rupees seven thousand six hundred and ninety two only) by cheque in their name, in full and final settlement of all their claim arising out of the above reference dated 14-12-2007.
- (2) It is agreed that from the above amount, sum of Rs. 692/- (Rupees six hundred and ninety two only) shall be deducted and paid to Goa Trade and Commercial Workers' Union towards authorized union deduction from each of the workman named in Annexure A, by cheque by the Employer/Party II.
- (3) It is agreed between the parties that the workmen mentioned in Annexure A shall accept the sum of Rs. 7000/- each by cheque in their name in full and final settlement of all their claim arising out of the above reference and all of them individually and severally confirm that they do not have any further claim arising out of reference other than the amount given to them in this settlement and that they do not have any further claim/benefit which can be computed in terms of money arising out of reference or otherwise and that they agree that the reference to be disposed of in terms of the above consent terms.
- (4) It is agreed by the management that it shall pay a sum of Rs. 27,000/- (Rupees twenty seven thousand only) by cheque in the name of Goa Trade & Commercial Workers' Union as Union fees.
- (5) In view of the above it is conclusively agreed between the parties that entire demand as concerned in reference is fully and satisfactorily settled between the workmen concerned in reference, union and the management and parties to the reference pray to make an award in terms of settlement.

9. The above settlement terms/monetary terms are signed by Adv. Shri Suhaas Naik, Secretary, Goa Trade & Commercial Workers' Union on behalf of Party I and Shri Shankar Kulkarni, General

Manager-Finance on behalf of Party II, so also by Adv. Shri M. S. Bandodkar for Party II. I have gone through the settlement terms/monetary terms filed as above, which in my view, are just and fair and in the interest of both Workmen/Party I as well as Employer/Party II and hence the same are accepted.

10. In view of above, I pass the following:

ORDER

1. The reference at the instance of Workmen/Party I, stands disposed of in view of the consent terms filed by both the parties at Exhibit 20 colly.
2. No order as to costs.
3. Inform the Government accordingly.

Sd/-
(Vincent D'Silva)
Presiding Officer,
Industrial Tribunal and
Labour Court

Department of Law & Judiciary

Law (Establishment) Division

Notification by the High Court of Judicature Appellate Side, Bombay

No. A. 1201/G/2016/4576

The High Court has been pleased to make the ranking of the following Judicial Officers in the order as shown herein below:

Sr. No.	Name & present posting	New posting
1.	Shri Irshad Agha, District Judge-2 & Additional Sessions Judge, Panaji	District Judge-1 & Additional Sessions Judge, Panaji vice Shri P. V. Kamat, retired.
2.	Ms. V. M. Prabhu-Tendulkar, District Judge-3 & Additional Sessions Judge, Panaji	District Judge-2 & Additional Sessions Judge, Panaji vice Shri Irshad Agha.

High Court, Bombay.

Dated: 7th November, 2016.

Sd/-

Mangesh S. Patil,
Registrar General.

Department of Mines

Directorate of Mines & Geology

—
Order

No. 01/108/2016/PER/ADM/MINES/1875

On the recommendation of the Goa Public Service Commission vide letter No. COM/I/5/81(1)2015/228 dated 28-07-2016, the Government is pleased to appoint Kum. Mary Ann Carvalho, r/o Hill Dale Appts., Chondravaddo Fatorda, Salcete, South-Goa as Assistant Geologist (Group "B", Gazetted) on temporary basis in the Directorate of Mines & Geology in the pay scale of PB-2 Rs. 9,300-34,800+G.P. Rs. 4,200/- and other allowances as admissible from time to time with immediate effect against the post created vide Order No. 01/CREATION-POSTS/ADM/MINES/2013/3748 dated 14-12-2015.

The appointment is subject to verification of character and antecedents. In case, any adverse remark is found in respect of Kum. Mary Ann Carvalho's character and antecedents, misrepresentation of information, the appointment is liable to be cancelled.

Kum. Mary Ann Carvalho has been medically examined and declared fit for the job.

Kum. Mary Ann Carvalho shall be on a probation period of two years from the date of joining.

The expenditure on pay and allowances in respect of Kum. Mary Ann Carvalho is debited to the following Budget Head:-

2853—Non-Ferrous Mining and Metallurgical Industries;

02—Regulation and Development of Mines;

001—Direction and Administration;

01—Mines and Development (NP);

01—Salaries.

By order and in the name of the Governor of Goa.

Prasanna A. Acharya, Director & ex officio Addl. Secretary (Mines & Geology).

Panaji, 6th October, 2016.

—
Order

No. 01/110/2016/PER/ADM/MINES/1876

On the recommendation of the Goa Public Health Service Commission vide letter No. COM/I/5/81(1)2015/228 dated 28-07-2016, the Government is pleased to appoint Kum. Glancia Queenie

Fernandes, r/o 1389, Sinaibaga Curtorim, Salcete, South-Goa as Assistant Geologist (Group "B", Gazetted) on temporary basis in the Directorate of Mines & Geology in the pay scale of PB-2 Rs. 9,300-34,800+G.P. Rs. 4,200/- and other allowances as admissible from time to time with immediate effect against the post created vide Order No. 01/CREATION-POSTS/ADM/MINES/2013/3748 dated 14-12-2015.

The appointment is subject to verification of character and antecedents. In case, any adverse remark is found in respect of Kum. Glancia Queenie Fernandes's character and antecedents, misrepresentation of information, the appointment is liable to be cancelled.

Kum. Glancia Queenie Fernandes has been medically examined and declared fit for the job.

Kum. Glancia Queenie Fernandes shall be on probation period of two years from the date of joining.

The expenditure on pay and allowances in respect of Kum. Glancia Queenie Fernandes is debited to the following Budget Head:-

2853—Non-Ferrous Mining and Metallurgical Industries;

02—Regulation and Development of Mines;

001—Direction and Administration;

01—Mines and Development (NP);

01—Salaries.

By order and in the name of the Governor of Goa.

Prasanna A. Acharya, Director & ex officio Addl. Secretary (Mines & Geology).

Panaji, 6th October, 2016.

—◆◆◆—
Department of Personnel—
Order

No. 13/16/2015-PER (A)/3425

Read: Order No. 13/16/2015-PER (A) dated 29-12-2015.

Governor of Goa is pleased to grant extension to Shri P. Mathew Samuel, IAS (Retd.), Secretary of Goa Lokayukta and Director General, Goa Institute of Public Administration and Rural Development (GIPARD) on contract basis for a further period of six months w.e.f. 01-01-2017 to 30-06-2017 on the same terms and conditions as read in the preamble above.

The extension is also subject to termination without assigning any reason at any time during the period of extension.

This issues with the concurrence of Finance Department vide U. O. No. 1400022473 dated 22-11-2016.

By order and in the name of the Governor of Goa.

Shashank V. Thakur, Under Secretary (Personnel-II).

Porvorim, 22nd November, 2016.

Order

No. 13/8/2015-PER/3449

Whereas, the Government vide order No. 13/2/2016-PER dated 31-05-2016 was pleased to grant extension in services to Shri Anil K. N. Dessai, Assistant Registrar of Co-operative Societies, South Zone, Margao-Goa for a period of six months w.e.f 01-06-2016 to 30-11-2016 subject to Vigilance clearance, concurrence of Finance Department and approval of Cabinet;

And whereas, the Vigilance Department has now submitted vigilance clearance in respect of Shri Anil K. N. Dessai, Assistant Registrar of Co-operative Societies stating that, no disciplinary proceedings/vigilance cases are pending or being contemplated against Shri Dessai;

And whereas, the Finance Department vide its U.O. No. 1400012110 dated 14-06-2016 has submitted that, the proposal being fate accompli, may process the proposal in terms of Rule 7 (2) of Rules of Business of Government of Goa, 1991;

And whereas, the Council of Ministers in its XXXIXth meeting held on 24-06-2016 has approved to grant ex-post facto approval for extension in service beyond superannuation to Shri Anil K. N. Dessai, Assistant Registrar of Co-operative Societies, South Zone, Margao-Goa w.e.f. 01-06-2016 to 30-11-2016.

Now, therefore, the Government is pleased to grant extension in service beyond superannuation to Shri Anil K. N. Dessai, Assistant Registrar of Co-operative Societies, South Zone, Margao-Goa upto 30-11-2016.

By order and in the name of the Governor of Goa.

Shashank V. Thakur, Under Secretary (Personnel-II).

Porvorim, 23rd November, 2016.

Order

No. 6/18/2016-PER/3454

- Read: 1) Order No. 6/16/2013-PER/Part dated 25-11-2014.
 2) Order No. 6/16/2013-PER/Part dated 26-03-2015.
 3) Order No. 6/16/2013-PER/Part dated 24-08-2015.
 4) Order No. 6/16/2013-PER/Part dated 22-09-2015.
 5) Order No. 6/16/2013-PER/Part dated 20-11-2015.
 6) Order No. 6/8/2016-PER dated 04-08-2016.

The Governor of Goa hereby extends the probation period of the following Junior Scale Officers of Goa Civil Service appointed to the cadre vide Orders read in preamble above for a further period of 2 years or till the probation is lifted whichever is earlier w.e.f. 25-11-2016, in terms of Clause 15, 16 & 17 of O.M. No. 28020/1/2010-Estt.(C) dated 21-07-2014 of Ministry of Personnel, Public Grievances & Pensions adopted by the State Government vide O.M. No. 12/14/89-PER (Part) dated 12-08-2014, on account of the administrative delay and in terms of Rule 22 of Goa Civil Service Rules, 2016.

1. Smt. Maya M. Pednekar.
2. Shri Santosh S. Kundaikar (ST).
3. Shri Bhushan Keshav Savoikar.
4. Kum. Sheru Appa Shirodkar.
5. Smt. Varsha S. Naik.
6. Smt. Anju S. Kerkar.
7. Shri Gourish Shankar Kurtikar.
8. Shri Brijesh D. Manerkar.
9. Smt. Neetal P. Amonkar.
10. Shri Yeshwant D. Kamat Khadaye.
11. Smt. Olga Menezes.
12. Shri Arvind B. Khutkar (ST).
13. Shri Pipi T. Murgaonkar (ST).
14. Shri Sagun R. Velip (ST).
15. Smt. Sushma D. Kamat.
16. Smt. Maria S. D'Souza.
17. Shri Gaurish J. Shankhwalkar.
18. Shri Mahadev J. Araundekar.
19. Shri Harish N. Adconkar.
20. Kum. Sarita Sadashiv Marathe alias Gadgil.
21. Kum. Sangeeta S. Rawool alias Smt. Sangeeta Porob.

This issues with the concurrence of the Goa Public Service Commission conveyed vide letter No. COM/II/12/42(1)/2012/1310 dated 16-11-2016.

By order and in the name of the Governor of Goa.

Yetindra M. Maralkar, Additional Secretary (Personnel).

Porvorim, 24th November, 2016.

Department of Public Health

Order

No. 38/96/2016-I/PHD/1926

Read: Order No. 5/24/86-I/PHD dated 28-12-1993
38/96/2016-I/PHD/1769 dated 24-10-2016.

On the recommendation of the Goa Public Service Commission conveyed vide their letter No. COM/II/12/24(3)/2016/291 dated 19-09-2016, Government is pleased to confirm Dr. Celina Barbosa Noronha against the post of Medical Officer under Directorate of Health Services with immediate effect.

This issues in supersession of the earlier order No. 38/96/2016-I/PHD/1769 dated 24-10-2016.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health-II).

Porvorim, 7th November, 2016.

Order

No. 44/17/2012-I/PHD/1924

Government is pleased to accept the resignation tendered vide letter dated 16-05-2016 by Dr. Prachi S. Pai Vaidhya, Medical Officer, Sub-District Hospital, Ponda under Directorate of Health Services and she stands relieved from the post of Medical Officer with immediate effect.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health-II).

Porvorim, 11th November, 2016.

Order

No. 21/18/2000-I/PHD/1931

Government is pleased to accept the notice of voluntary retirement dated 02-06-2016 tendered by Dr. Charu Padbidri, Medical Officer Cottage

Hospital, Chicalim under Directorate of Health Services by relaxing qualifying services required under 48-A of C.C.S. (Pension) Rules, 1972, by invoking Rule 88 of C.C.S. (Pension) Rules, 1972. She stands relieved from the post of Medical Officer under Directorate of Health Services w.e.f. 02-09-2016.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health-II).

Porvorim, 11th November, 2016.

Order

No. 47/4/2011-I/PHD/Part/1992

Read: Order No. 47/4/2011-I/PHD/Part/1061 dated 21-06-2016.

Government is pleased to reconstitute the Committee for District Level Vigilance & Monitoring Committee for South Goa, for monitoring the progress of implementation of National Health Mission (NHM), as directed by the Ministry of Health & Family Welfare, Government of India, New Delhi. The committee shall comprise of the following members:

1. M. P. of South Goa	Chairman.
2. MLA, Cortalim	Member.
3. MLA, Margao	-do-
4. MLA, Vasco da Gama	-do-
5. MLA, Velim	-do-
6. MLA, Nuvem	-do-
7. MLA, Cuncolim	-do-
8. MLA, Benaullim	-do-
9. MLA, Dabolim	-do-
10. MLA, Navelim	-do-
11. MLA, Ponda	-do-
12. MLA, Marcaim	-do-
13. MLA, Priol	-do-
14. MLA, Curtorim	-do-
15. MLA, Sanvordem	-do-
16. MLA, Quepem	-do-
17. MLA, Fatorda	-do-
18. MLA, Shiroda	-do-
19. MLA, Mormugao	-do-
20. MLA, Canacona	-do-
21. MLA, Curchorem	-do-
22. MLA, Sanguem	-do-
23. Chairperson, Zilla Panchayat, South Goa	-do-
24. Chairperson of Panchayat Samitis (Block Pramukh)	-do-
25. Director of Health Services	-do-
26. Director of Women & Child Development	-do-

27. Chief Engineer, Water Supply & Sanitation	Member.
28. Director of Education	-do-
29. Director of Panchayats	-do-
30. Director of Social Welfare	-do-
31. Chief Engineer, PWD (Public Health Engineering)	-do-
32. Project Director-DRDA	-do-
33. District Magistrate, South Goa	Member Secretary.

The Terms of Reference shall be as follows:-

1. To review the progress of implementation of the annual District Health Action Plan under NHM and provide guidance on quarterly basis.
2. To review the release of funds by Centre and State, utilization thereof and adherence to prudent fiscal norms.
3. To undertake regular visits to the health facilities in rural/urban/city areas and ensure the availability of human resource at various level.
4. To ensure that National Health Programmes are being optimally implemented.
5. To ensure constructive engagement and participation of all concerned departments in the District for multi-sectoral intervention.
6. To review and ensure that effective inter-sectoral convergence and robust community monitoring and participation is in place.
7. To recommend corrective measures to ensure that the programme objectives are achieved and services delivered in an effective as well as efficient manner.
8. To consider complaints, if any, with regards to implementation of NHM in the district for appropriate action.
9. To put in place effective oversight mechanisms.

General Guidelines:

1. Meetings of the DLVMC at each level to be held at least once in every quarter after giving sufficient notice to the Hon'ble MPs/MLA and all other members.
2. Member Secretary shall convene the meeting on the direction of the Chairman.
3. The State administration may incur expenditure on holding the quarterly meetings of DLVMC at district out of the funds provided under management costs.

4. A minimum of one third of the members of the committee should be present to form the quorum. However, no act or proceedings of the DLVMC shall be invalid merely by reason of any vacancy in the DLVMC.
5. Necessary arrangements for quarterly field visit of the committee members will be made by the State Health Society.
6. Every financial year, the first meeting of the DLVMC should be held during the first quarter i.e. between April to June.
7. At the end of every quarter, the State Government administration will provide the details status reports of the meetings of the DLVMC held, after compiling the requisite information received from the districts. The information is to be furnished as per the Annexure.
8. Proceedings of meetings shall be out in public domain on the State website of NHM. The quarterly report should be furnished to State Government and Government of India.

This issues in supersession of the earlier order No. 47/4/2011-I/PHD/Part/1061 dated 21-06-2016.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health-II).

Porvorim, 11th November, 2016.

Order

No. 47/4/2011-I/PHD/Part/1993

Read: Order No. 47/4/2011-I/PHD/Part/1064 dated 21-06-2016.

Government is pleased to reconstitute the Committee for District Level Vigilance & Monitoring Committee for North Goa, for monitoring the progress of implementation of National Health Mission (NHM), as directed by the Ministry of Health & Family Welfare, Government of India, New Delhi. The committee shall comprise of the following members:

1. M. P. North Goa	Chairman.
2. MLA, Poriem	Member.
3. MLA, Porvorim	-do-
4. MLA, Valpoi	-do-
5. MLA, Taleigao	-do-
6. MLA, Tivim	-do-
7. MLA, St. Andre	-do-
8. MLA, Panaji	-do-
9. MLA, Calangute	-do-

10. MLA, Mayem	Member.
11. MLA, Siolim	-do-
12. MLA, Aldona	-do-
13. MLA, Pernem	-do-
14. MLA, Saligao	-do-
15. MLA, Mapusa	-do-
16. MLA, Sankhalim	-do-
17. MLA, Mandrem	-do-
18. MLA, Cumbarjua	-do-
19. MLA, Bicholim	-do-
20. MLA, Santa Cruz	-do-
21. Chairperson, Zilla Panchayat, North Goa	-do-
22. Chairperson of Panchayat Samitis (Block Pramukh)	-do-
23. Director of Health Services	-do-
24. Director of Women & Child Development	-do-
25. Chief Engineer, Water Supply & Child Development	-do-
26. Director of Education	-do-
27. Director of Panchayats	-do-
28. Director of Social Welfare	-do-
29. Chief Engineer, PWD (Public Health Engineering)	-do-
30. Project Director-DRDA	-do-
31. District Magistrate, North Goa	Member Secretary.

The Terms of Reference shall be as follows:-

1. To review the progress of implementation of the annual District Health Action Plan under NHM and provide guidance on quarterly basis.
2. To review the release of funds by Centre and State, utilization thereof and adherence to prudent fiscal norms.
3. To undertake regular visits to the health facilities in rural/urban/city areas and ensure the availability of human resource at various level.
4. To ensure that National Health Programmes are being optimally implemented.
5. To ensure constructive engagement and participation of all concerned departments in the District for multi-sectoral intervention.
6. To review and ensure that effective inter-sectoral convergence and robust community monitoring and participation is in place.
7. To recommend corrective measures to ensure that the programme objectives are achieved and services delivered in an effective as well as efficient manner.

8. To consider complaints, if any, with regards to implementation of NHM in the district for appropriate action.
9. To put in place effective oversight mechanisms.

General Guidelines:

1. Meetings of the DLVMC at each level to be held at least once in every quarter after giving sufficient notice to the Hon'ble MPs/MLA and all other members.
2. Member Secretary shall convene the meeting on the direction of the Chairman.
3. The State administration may incur expenditure on holding the quarterly meetings of DLVMC at district out of the funds provided under management costs.
4. A minimum of one third of the members of the committee should be present to form the quorum. However, no act or proceedings of the DLVMC shall be invalid merely by reason of any vacancy in the DLVMC.
5. Necessary arrangements for quarterly field visit of the committee members will be made by the State Health Society.
6. Every financial year, the first meeting of the DLVMC should be held during the first quarter i.e. between April to June.
7. At the end of every quarter, the State Government administration will provide the details status reports of the meetings of the DLVMC held, after compiling the requisite information received from the districts. The information is to be furnished as per the Annexure.
8. Proceedings of meetings shall be out in public domain on the State website of NHM. The quarterly report should be furnished to State Government and Government of India.

This issues in supersession of the earlier order No. 47/4/2011-I/PHD/Part/1064 dated 21-06-2016.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health-II).

Porvorim, 11th November, 2016.

Order

No. 44/23/2011-I/PHD/1939

Government is pleased to accept the technical resignation dated 8-8-2016 tendered by Dr. Kalpana Satarkar alias Kalpana Mangesh Gauns, Jr.

Paediatrician under Directorate of Health Services with immediate effect in order to enable her to join the post of Senior Paediatrician under Directorate of Health Services.

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 16th November, 2016.

Order

No. 45/3/2009-I/PHD/1946

Read: Memorandum No. 45/3/2009-I/PHD dated 23-08-2016.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/24(6)/2011/229 dated 01-08-2016, Government is pleased to appoint Dr. Ana Maria Vas to the post of Junior Gynaecologist (Group "A", Gazetted) in the Pay Band—3 of Rs. 15,600-39,100 with Rs. 5,400/- Grade Pay under the Directorate of Health Services with immediate effect as per the terms and conditions contained in the memorandum cited above.

Dr. Ana Maria Vas shall be on probation for a period of two years.

Dr. Ana Maria Vas is appointed against the post created vide Order No. 47/37/2011-I/PHD dated 11-08-2015 at Community Health Centre, Sanquelim.

Dr. Ana Maria Vas has been declared medically fit by the Medical Board. Her appointment is made subject to the verification of her character and antecedents. In the event of any adverse matter noticed by the Government on verification of character and antecedents, her services shall be terminated.

By order and in the name of the Governor of Goa.

Maria Seomara DeSouza, Under Secretary (Health-II).

Porvorim, 16th November, 2016.

Order

No. 45/3/2009-I/PHD/Part/1951

Read: Memorandum No. 45/3/2009-I/PHD/Part dated 28-07-2016.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/24(6)/2011/168 dated 08-07-2016,

Government is pleased to appoint Dr. Shruti Subhash Borkar to the post of Junior Gynaecologist (Group "A", Gazetted) in the Pay Band—3, Rs. 15,600-39,100 with Rs. 5,400/- Grade Pay under the Directorate of Health Services with immediate effect as per the terms and conditions contained in the memorandum cited above.

Dr. Shruti Subhash Borkar shall be on probation for a period of two years.

The pay of Dr. Shruti Subhash Borkar shall be fixed in terms of provision of FR 22(I)(a)(2).

Dr. Shruti Subhash Borkar is appointed against the post created vide Order No. 47/37/2011-I/PHD dated 11-08-2015 at Community Health Centre, Sanquelim.

Dr. Shruti Subhash Borkar has been declared medically fit by the Medical Board and her character and antecedents have been verified by the District Magistrate, North Goa District, Panaji-Goa at the time of appointment as Medical Officer on regular basis under Directorate of Health Services, Panaji.

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 16th November, 2016.

Order

No. 44/70/2012-I/PHD/1952

Government is pleased to accept the technical resignation dated 16-08-2016 tendered by Dr. Shruti Subhash Borkar, Medical Officer under Directorate of Health Services with immediate effect in order to enable her to join the post of Junior Gynaecologist under Directorate of Health Services.

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 16th November, 2016.

Order

No. 4/10/2002-II/PHD/Vol.I/1487

Read: Memorandum No. 4/10/2002-II/PHD/Vol.I dated 12-10-2016.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/30(2)/2015/286 dated 14-09-2016,

Government is pleased to appoint Dr. Gauresh Shantaram Vargaonkar to the post of Lecturer in Orthopaedic Surgery (Group 'A', Gazetted) in the Goa Medical College & Hospital, Bambolim-Goa on temporary basis in the Pay Band—3 Rs. 15,600-39,100+Grade Pay of Rs. 6,600/- with immediate effect and as per the terms and conditions contained in the memorandum cited above.

Dr. Gauresh Shantaram Vargaonkar shall be on probation for a period of two years.

Dr. Gauresh Shantaram Vargaonkar has been declared medically fit by the Medical Board.

The appointment is made subject to the verification of his character and antecedents. In the event of any adverse remarks noticed by the Government on verification of his character and antecedents, his services shall be terminated.

The appointment is made against the vacancy occurred due to resignation tendered by Dr. Abhinandan Punit, Lecturer in Orthopaedic Surgery, GMC accepted vide order No. 2/25/2015-II/PHD dated 11-05-2016.

By order and in the name of the Governor of Goa.

Smita Hede, Under Secretary (Health).

Porvorim, 18th November, 2016.

Order

No. 2/6/2016-IV/PHD/1488

Read: 1. Order No. 4/1/2014-IV/PHD/Part 2 dated 02-09-2015.

2. Notice No. 2/6/2016-IV/PHD dated 17-10-2016.

In pursuance to the above Notice dated 17-10-2016, sanction of the Government is hereby accorded to terminate the bond service and to relieve Dr. Tajindra Singh Saluja MDS (Oral Pathology), who has been appointed as Lecturer in the Department of Oral & Maxillofacial Pathology in Goa Dental College and Hospital with effect from 16-11-2016 on expiry of the Notice period.

By order and in the name of the Governor of Goa.

Smita Hede, Under Secretary (Health).

Porvorim, 21st November, 2016.

Order

No. 4/16/2005-II/PHD/1507

Read: Memorandum No. 4/16/2005-II/PHD dated 19-10-2016.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/30(1)/2016/288 dated 14-09-2016, Government is pleased to appoint Dr. Manasi Amar Prabhudesai to the post of Lecturer in Ophthalmology (Group 'A', Gazetted) in the Goa Medical College & Hospital, Bambolim-Goa, on temporary basis in the Pay Band—3 Rs. 15,600-39,100 +Grade Pay of Rs. 6,600/- with immediate effect and as per the terms and conditions contained in the Memorandum cited above.

Dr. Manasi Amar Prabhudesai shall be on probation for a period of two years.

Dr. Manasi Amar Prabhudesai has been declared medically fit by the Medical Board and her character and antecedents have been verified by the Addl. District Magistrate North Goa District, Panaji-Goa at the time of appointment as Senior Ophthalmic Surgeon under the Directorate of Health Services.

The appointment is made against the vacancy occurred due to promotion of Dr. Dipiti A. Srivastava, Lecturer in Ophthalmology to the post of Assistant Professor in Ophthalmology vide Order No. 4/16/2005-II/PHD dated 19-07-2016.

By order and in the name of the Governor of Goa.

Smita Hede, Under Secretary (Health).

Porvorim, 21st November, 2016.

Order

No. 31/14/2005-I/PHD/1959

In pursuance to the sub-rule 3(ii) of Rule 3 of Goa State Civil Services (Retirement) Rules, 2000, a notice period of three months is hereby tendered to Dr. Dulari Bhandodkar, Senior Physician, North Goa District Hospital, Mapusa, Goa and on expiry of the said notice period, she shall stand retired from Government service.

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 23rd November, 2016.

Order

No. 44/17/2014-I/PHD/2003

On the recommendation of the Goa Public Service Commission conveyed vide their letter No. COM/II/12/24(6)/2016/360 dated 25-10-2016, Government is pleased to declare satisfactory completion of probation period of two years of Dr. Shailendra Munj, Senior Surgeon under Directorate of Health Services and also to confirm him against the said post with effect from 30-09-2014 i.e. the date of his completion of probation period.

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 23rd November, 2016.

Order

No. 44/17/2014-I/PHD/Part/2004

On the recommendation of the Goa Public Service Commission conveyed vide their letter No. COM/II/12/24(7)/2016/357 dated 25-10-2016, Government is pleased to declare satisfactory completion of probation period of two years of Dr. Varsha Munj, Senior Pathologist under Directorate of Health Services and also to confirm her against the said post with effect from 30-09-2014 i.e. the date of her completion of probation period.

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 23rd November, 2016.

Order

No. 25/2/2014-I/PHD/2005

On the recommendation of the Goa Public Service Commission conveyed vide their letter No. COM/II/12/24(5)/2016/359 dated 25-10-2016, Government is pleased to declare satisfactory completion of probation period of two years of following Junior Pathologist under Directorate of Health Services and also to confirm them against the said post with effect from the date of their completion of probation period indicated against their names:

Sr. No.	Name of the Officer	Date of completion of probation period
1.	Dr. Melanie Roselle Dias, Junior Pathologist	10-06-2014
2.	Dr. Nelishka Evelyn Marina Gomes, Junior Pathologist	29-07-2015

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 23rd November, 2016.

Order

No. 46/1/2006-I/PHD (Part)/2006

Government is pleased to transfer the following Junior Anaesthetists from Sub District Hospital, Ponda to Hospicio Hospital, Margao on rotation basis for every four months until further orders indicated against their names with immediate effect:-

Sr. No.	Name of Jr. Anesthetists	Presently posted	Period of transfer to Hospicio Hospital, Margao
1.	Dr. Manjiri Parcekar	Sub District Hospital, Ponda	01-11-2016 to 28-02-2017.
2.	Dr. Anjali Mardolkar	Sub District Hospital, Ponda	01-03-2017 to 30-06-2017.
3.	Dr. Mansi Bakre	Sub District Hospital, Ponda	01-07-2017 to 31-10-2017.

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 23rd November, 2016.

Order

No. 25/2/2014-I/PHD/Part/2007

On the recommendation of the Goa Public Service Commission conveyed vide their letter No. COM/II/12/24(4)/2016/358 dated 25-10-2016, Government is pleased to declare satisfactory completion of probation period of two years of following Homeopathic Physicians under Directorate of Health Services and also to confirm them against the said post with effect from the date of their completion of probation period indicated against their names:

Sr. No.	Name of the Officer	Date of completion of probation period
1.	Dr. Shekhar V. Shetye, Homeopathic Physician	01-11-2007
2.	Dr. Sweta S. Gandhi, Homeopathic Physician	10-07-2015

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 23rd November, 2016.

Order

No. 4/9/2016-II/PHD/PART/1518

Read:- Memorandum No. 4/9/2016-II/PHD/Part dated 17-11-2016.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/30(5)/2016/364 dated 31-10-2016, Government is pleased to appoint the following incumbents to the posts of Lecturer in Physiotherapy in Allied Health Science Courses in Goa Medical College and Hospital, Bambolim-Goa on temporary basis in the Pay Band-3, Rs. 15,600-39,100+Grade Pay of Rs. 5,400/- with immediate effect and as per the terms and conditions contained in the memorandum cited above:-

1. Dr. Alisha Lilia Gracias.
2. Dr. Swati Gautam Cormoli.

The above doctors shall be on probation for a period of two years.

The above doctors have been declared medically fit by the Medical Board.

The appointment is made subject to the verification of their character and antecedents. In the event of any adverse remarks noticed by the Government on verification of their character and antecedents, their services shall be terminated.

The appointments are made against the vacancies occurred due to creation of the posts of Lecturer in Physiotherapy vide Order No. 4/4/2013-II/PHD dated 05-05-2015.

By order and in the name of the Governor of Goa.

Smita Hede, Under Secretary (Health).

Porvorim, 29th November, 2016.

Department of Public Works

Office of the Principal Chief Engineer

Order

No. 34/3/2016/PCE-PWD-ADM(II)/185

Government is pleased to promote the below mentioned Assistant Engineers/Assistant Surveyor of Works/Engineering Assistants (Civil) to the post of Executive Engineer/Surveyor of Works (Civil) and Assistant Engineer/Assistant Surveyor of Works/Engineering Assistant (Electrical/Mechanical) to the post of Executive Engineer (Legal) on ad hoc basis in Public Works Department, Group 'A', Gazetted in the pay band of Rs.15,600-39,100+Grade Pay of Rs. 6,600/- with immediate effect for a period of one year or till the posts are filled on regular basis or till the date of their retirement on superannuation, whichever is earlier.

Degree holders (Civil)

1. Shri Kishor V. Kolwalkar.
2. Smt. Sadhana K. Shet.
3. Shri Mahamedgouse Jamadar.
4. Shri Nitin V. Sinai Neurekar.
5. Shri Francis Edward Fernandes.
6. Shri Atmaram Vaman Gawade.

Diploma holder (Elect./Mech.)

1. Shri C. Radhakrishnan.

The posting orders will be issued separately.

They shall continue to hold the charge of their respective posts currently held by them, until further orders.

The above ad hoc promotion will not bestow on the promoted officers any claim for regular promotion nor the service rendered on ad hoc basis in the grade will be counted for the purpose of seniority in that grade for eligibility for promotion to the next higher grade.

By order and in the name of the Governor of Goa.

Uttam P. Parsekar, Principal Chief Engineer & ex officio Addl. Secretary (PWD).

Panaji, 23rd November, 2016.

Department of Science, Technology &
Environment

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Notification

Ref. No. 3-281-2016/STE-DIR/SWMC/210

In pursuance to Section 4.1, 4.2 and 4.3 of The Goa Waste Management Corporation Act, 2016, (Goa Act 19 of 2016) of the State of Goa, the Government of Goa is pleased to constitute the Board of Directors of the Goa Waste Management Corporation with the following nominees with immediate effect:

- | | |
|---|--------------------|
| 1. Chief Minister of Goa | Chairman. |
| 2. Minister of Science & Technology | Vice-Chairman. |
| 3. Secretary (Science & Technology) | Director. |
| 4. Director—Department of Science & Technology | Director. |
| 5. Director—Department of Environment | Director. |
| 6. Member Secretary, Goa State Pollution Control Board | Director. |
| 7. Director—Directorate of Panchayats | Director. |
| 8. Director—Directorate of Municipal Administration | Director. |
| 9. Dr. Atul Vaidya, Senior Principal Scientist & Head, Solid & Hazardous Waste Management Division, CSIR, NEERI | Director. |
| 10. Shri A. A. Parulekar | Director. |
| 11. Smt. Patricia Pinto | Director. |
| 12. Shri K. D. Sadhale | Director. |
| 13. Shri Irwin Soares | Director. |
| 14. Shri Amarnath Govekar | Director. |
| 15. Shri Levinson J. Martins | Managing Director. |

This is issued with the approval of the Government vide U. O. No. 6975/N dated 09-11-2016.

By order and in the name of the Governor of Goa.

Levinson J. Martins, Director & ex officio Jt. Secretary (Science & Technology).

Saligao, 28th November, 2016.

Department of Sports & Youth Affairs

Directorate of Sports & Youth Affairs

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Order

No. 8/1/2001/Adhoc-Appt/ADM/D.SPORTS/PF/3244

Government is pleased to promote on ad hoc basis Smt. Jennifer Ferrao e Gonsalves, Asstt. Physical Education Officer of this Directorate of Sports & Youth Affairs, Panaji to the post of Assistant Director (Physical Education, North) Group 'B', Gazetted in the pay scale of PB—2 Rs. 9,300-34,800+Rs. 4,600/- for a period w.e.f. 25-11-2016 to 12-04-2017, caused due to the ad hoc promotion of Shri S. K. Aldankar, Assistant Director (Physical Education, North).

The ad hoc promotion is initially for a period from 25-11-2016 to 12-04-2017 and will not bestow on the promotee any claim for regular appointment and service rendered on the post will not count for the purpose of seniority in the grade and eligibility for promotion to the next higher grade.

The pay of the promotee shall be fixed as per rules.

The Government reserves the right to cancel at any time the above ad hoc promotion and revert the promotee to the post from which she was promoted.

By order and in the name of the Governor of Goa.

V. M. Prabhu Desai, Director & ex officio Joint Secretary (Sports & Youth Affairs).

Panaji, 25th November, 2016.

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Department of Town and Country Planning

Office of the Chief Town Planner

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Order

No. 17/01/TC-UD/TCP/2015-16/4852

Read: 1) Order No. 17/01/TC-UD/TCP/2015/3952 dated 23-09-2015.

2) Order No. 17/01/TC-UD/TCP/2015/5138 dated 23-12-2015.

In continuation to orders read at preamble and Government approval to note No. 17/01/TC-UD/TCP/2015-16/4317 dated 18-10-2016, the deputation period of Shri Prakash P. Bandodkar, Deputy Town Planner, as Member Secretary in 37B Committee, Goa Industrial Development Corporation, Panaji, is

further extended for a period of one year w.e.f. 24-09-2016 to 23-09-2017.

His deputation is granted as per rules in force.

By order and in the name of the Governor of Goa.

Dr. S. T. Puttaraju, Chief Town Planner & ex officio Joint Secretary.

Panaji, 28th November, 2016.

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Department of Transport

Directorate of Transport

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Order

No. D.Tpt/EST/244/Dy. D.T./Part File/2016/3968

On the recommendation of Goa Public Service Commission, Panaji conveyed vide their letter

No. COM/II/11/49(1)/2006/390 dated 16-11-2016, Government is pleased to promote the below mentioned Assistant Directors of Transport to the post of Deputy Director of Transport (Group 'A', Gazetted) in PB—3 Rs. 15,600-39,100+5,400/- (GP) on regular basis with immediate effect:-

- 1) Shri Prakash Azavedo.
- 2) Shri Gurudas Narvekar.

They shall be on probation for a period of two years.

By order and in the name of the Governor of Goa.

Sunil Masurkar, Director & ex officio Jt. Secretary (Transport).

Panaji, 28th November, 2016.

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